



July 15, 2019

Dina Wilson
Chief Human Resources
Cleveland Hopkins International Airport
5300 Riverside Drive
Cleveland, Ohio 44135

Re: Letter of Resignation

Dear Ms. Wilson:

On June 27, 2019, [REDACTED] SECURITY RECORDS the lack of support to make the changes needed to be compliant with Transportation Security Administration (TSA) regulations [REDACTED] SECURITY RECORDS and a decision that I had to make to either resign myself to making the necessary changes in the department or resigning my position.

One factor in my decision is the most recent TSA [REDACTED] SECURITY RECORDS [REDACTED] SECURITY and the response which is prime evidence. I was advised that the Director asked the Deputy Commissioner for his comprehensive fix and given a 3 month period. He was then advised that it needed to be done in 30 days. I was asked for my recommendation and provided it with a response to the LOI. This was after having a conversation with you regarding this and the issues regarding the individuals in the department. The details called for two people to supplement the staff along with Rebecca for five days a week working 8 hours per day, which would take approximately seven weeks to audit approximately 6,000 files. This was ignored in the response submitted to the TSA wherein the [REDACTED] SECURITY RECORDS

[REDACTED] SECURITY RECORDS The administrative support that I received would not provide any real support because they were not dedicated as was a requirement to make a difference and explained earlier to you and the Deputy Commissioner. This exposes the airport to additional LOIs and fines for non-compliance and I am not willing to accept the responsibility anymore for being non-compliant.

[REDACTED] SECURITY RECORDS [REDACTED] SECURITY RECORDS
The compliance group is critical to conduct the needed follow-up on security violations [REDACTED] SECURITY RECORDS They also provide support to the tenants when there are issues which [REDACTED] SECURITY RECORDS passengers that have missing items and CPD.

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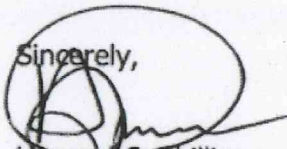
At a time when TSA is exposing our weaknesses, we can ill afford to consider reducing or eliminating this group. I was my intention to pull the officer in from the training office and possibly add an individual [REDACTED] SECURITY RECORDS This coverage would also provide support to [REDACTED] SECURITY RECORDS

[REDACTED] SECURITY RECORDS was transferred to another department without consulting with or notifying me at the same time that [REDACTED] SECURITY was transferred to the department. This was a good news, bad news situation in that I was advised that she would only be there a little while as she had attendance issues. What I didn't need is another problem employee.

The last issue is that of the individual in the department that is in a position that was created for her and has been protected for quite some time. Other management individuals have painstakingly documented situations wherein she should have been disciplined or possibly separated and yet she was not. She was to be removed as I have been told before and that too did not happen. While the position is of value if restructured, she does not provide value and in fact creates issues by combining files, not following direction and is not a team player, contrary to what she firmly believes. It would be in the best interest of all those in the department that she be removed as you have done with others before.

Nothing has changed since our meeting on 6/27/19 and I don't suppose it will and I have spent way too many nights waking up and thinking about issues in the department or with individuals in the department and my health and well-being are far more important regardless of those that may say I am taking things too personally. It's also a slap in the face when you have an individual that called you a liar then told everyone and nothing came of it or the Commissioner asking what you are doing for an individual's retirement and then stiffing you on the expense. I have never shied away from a challenge, however, there comes a time when you have to cut your losses and for me, for my health and for my family, I must resign effective immediately and will go into retirement. I would like to give my two week notice and use my remaining vacation because it would not be in the airports or my best interest to stay in this position in that office for the next two weeks.

Sincerely,



Howard C. Phillips

Cc Jeff Gordon